

Clyde Olson

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TECHNICAL SKILLS

Talent

Recruitment • Employer Branding • Sourcing

Operations

HRIS (Workday/BambooHR) • Payroll Coordination

People Practices

Succession Planning • Performance Management • L&D • Employee Relations

Compliance

Workplace Investigations • GDPR • Diversity & Inclusion

SUMMARY

Experienced HR Manager with 3+ years focusing on Finance. Known for delivery.

EMPLOYMENT HISTORY

HR Business Partner — Upton and Sons (Apr 2017 - Present)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 24%.
- Implemented a performance review program which improved engagement scores by 14 points.
- Led recruitment for 34 roles across EMEA/US, reducing time-to-hire by 38%.

HR Manager — Will - Huel (Sep 2014 - Present)

- Led recruitment for 180 roles across EMEA/US, reducing time-to-hire by 14%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 5 points.

HR Business Partner — Rowe LLC (Sep 2019 - Dec 2021)

- Rolled out benefits and L&D programs that increased retention in key teams by 19%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 12 points.
- Led recruitment for 199 roles across EMEA/US, reducing time-to-hire by 11%.

People Operations Manager — Flatley, Borer and Bergstrom (Mar 2025 - Apr 2025)

- Rolled out benefits and L&D programs that increased retention in key teams by 8%.
- Implemented a performance review program which improved engagement scores by 19 points.

Talent Acquisition Manager — Zemlak Group (Feb 2015 - Apr 2023)

- Rolled out benefits and L&D programs that increased retention in key teams by 18%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 13 points.
- Led recruitment for 137 roles across EMEA/US, reducing time-to-hire by 37%.

ACADEMIC BACKGROUND

MSc Human Resource Management, Hills Group Institute (2019)